

## 2020 ANNUAL EEO PUBLIC FILE REPORT

Period Covered ("Period"): December 1, 2019 through November 30, 2020

Station comprising the reporting Station Employment Unit:

KUSD TV; KBHE-TV; KCSD-TV; KDSD-TV; KESD-TV; KPSD-TV; KQSD-TV; KTSD-TV; KZSD-TV; KUSD-FM; KBHE-FM;  
KCSD-FM; KDSD-FM; KESD-FM; KJSD-FM; KPSD-FM; KQSD-FM; KTSD-FM; KYSD-FM; KZSD-FM

### **Job Announcements**

<b>i. Job Title</b>	<b>Date Filled</b>	<b>ii. Recruitment Sources</b>	<b>iii. Hiree Referral Source</b>	<b>iv. Number of People Interviewed</b>
Communication Engineer	09/21/2020	General*	Other/Did Not Indicate	1
Public Broadcasting Media Specialist I	09/28/2020	General*	Other/Did Not Indicate	4
Public Broadcasting Media Specialist I	08/13/2020	General*	Online – Ineed.com	3
Public Broadcasting Media Specialist I	04/14/2020	General*	Online – Indeed.com	5
Public Broadcasting Media Specialist I	03/27/2020	General*	Friend	1
Broadcast Operating Technician	02/12/2020	General*	Friend	4
Public Broadcasting Media Specialist II	12/13/2019	General*	Other/Did Not Indicate	2

### **Recruitment Source:**

\*General = All State Job Announcements are sent to a voluntary LISTSERV of over 3,800 recipients, plus to the Bureau of Human Resources (BHR) web site, Public Broadcasting web site, and Department of Labor (SDWORKS) web site. The employment unit also amplifies its job postings through online sources such as Indeed.com, LinkedIn, Glassdoor, Facebook, and Twitter, etc.

<b>Source</b>	<b>Contact Person</b>	<b>Address</b>	<b>Tel. No.</b>
LISTSERV	Bureau of Human Resources	500 East Capitol, Pierre	773-3148
BHR Website	Bureau of Human Resources	500 East Capitol, Pierre	773-3148
Public Broadcasting website	Bureau of Human Resources	500 East Capitol, Pierre	773-3148
SD WORKS Online	Bureau of Human Resources (Indeed, LinkedIn, Glassdoor, Facebook, Twitter, etc.)	500 East Capitol, Pierre	773-3148

**v. Data**

Total Number of Persons Interviewed for full-time Vacancies: 20

Total Number of Interviewees by Recruitment Source:

LISTSERV: 1

BHR Website: 0

Public Broadcasting: 0

SD WORKS: 1

Friend/Existing Employee: 3

Internet Search/Online: 6

Did Not Indicate/Other: 9

**Engagement Initiatives**

**Outreach Activity #1 (Internship Program)**

South Dakota Public Broadcasting (SDPB) participated in the State of South Dakota Executive Internship program during the reporting period. Intern positions were announced for the summer, spring, and fall intern seasons, and SDPB hired 4-6 interns for each season. These internships provide valuable work experience for college students who are interested in a career in SDPB. SDPB offers multiple internships in Radio and TV Production.

**Outreach Activity #2 (Job Fairs)**

SDPB typically is represented by SDPB program managers at several Job Fairs. However, due to the Coronavirus Pandemic those Job Fairs did not occur.

SDPB regularly provides paid internships in Marketing, Radio, Digital Media and Television throughout the year to college students throughout the region. Each intern opening announcement is distributed personally to the Media Department Directors at Universities throughout the region.

On December 5, 2019 SDPB hosted 75 Career and Technical Education students at our studios in Vermillion to speak with them about careers in the media.

SDPB Marketing provided a work experience for a student interested in pursuing a career in the media. Her work experience consisted of 10 sessions with our staff in January & February 2020. This work experience was organized in cooperation with Vermillion, SD High School and the SD Dept. of Labor.

SDPB television provides numerous real-life opportunities for a variety of high school media classes to serve as active members of our live production team during our numerous sports broadcasts, and live music events. These opportunities include paid opportunities to run cameras and sound for live broadcasts of Soccer, Football, Volleyball, Wrestling, Gymnastics and Basketball.

SDPB's Director of Programming is a regular member of the Western Iowa Technical Community College media advisory committee, which drives the development of curriculum content in media programs at the school. Advisory meetings are held on the WITCC campus.